



Registered Mail  
ER: 034-039  
November 20, 2014

**FILE COPY**

Sarah Khan, Lawyer  
BC Public Interest Advocacy Centre  
208-1090 W. Pender St.  
Vancouver, BC V6E 2N7

Re: Employment Standards Branch and Complaint under the Employment Standards Act filed against Hallmark Poultry Processors Ltd.

I am in receipt of your letter dated October 20, 2014, regarding the anonymous complaint filed on behalf of employees against Hallmark Poultry Processors Ltd. and the alleged contraventions of sections 32, 36 and 39 under the Employment Standards Act.

Further to my September 11, 2014 letter finding Hallmark was not in contravention of the Act, I am writing to advise that this matter is now concluded. As a result, the file will be closed and no further action will be taken. As previously discussed, this matter may be further raised with other agencies such as Worksafe BC for their review of work related practices and resolution.

Yours truly,

Chantal Martel  
Industrial Relations Officer  
604-664-7834

Ministry of Jobs, Tourism  
and Skills Training and  
Minister Responsible for  
Labour

Employment Standards  
Branch

Mailing Address:  
250 - 4600 Jacombs Road  
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946  
Facsimile: (604) 713-0450



ER034-039  
September 30, 2014

Mr. Evan Chang  
Controller  
Hallmark Poultry Processors Ltd.  
1756 Pandora St.  
Vancouver, BC  
V5L 1M1

Dear Mr. Chang:

Re: Employment Standards Branch and Hallmark Poultry Processors Ltd.

Further to our telephone conversation, I am writing to advise that the investigation related to the various allegations against Hallmark Poultry Processors Ltd. has now been concluded. At this time, I wish to advise that no further action will be taken and the file is now closed.

Your cooperation in this matter is appreciated. Please give me a call if you have any questions.

Yours truly,

Chantal Martel  
Industrial Relations Officer  
604-664-7834



BRITISH  
COLUMBIA

## Determination

Sent by Registered Mail

ER # 034-039

November 20, 2014

Hallmark Poultry Processors Ltd.,  
1756 Pandora St.,  
Vancouver, BC V5L 1M1

**Director of Employment Standards – and –Hallmark Poultry Processors Ltd.**

With respect to the complaint filed by <sup>s.22</sup> dated August 15, 2013, I have determined that the *Employment Standards Act* has not been contravened. Accordingly, no wages are outstanding and no further action will be taken.

Chantal Martel  
Delegate of the Director  
of Employment Standards

Written decision attached

CC: s.22  
s.22

**Appeal Information**

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on December 29, 2014.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at [www.bcest.bc.ca](http://www.bcest.bc.ca) or by phone at (604) 775-3512.

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Director of Employment Standards – and – s.22

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Delegate of the Director  
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Written decision attached

cc: Hallmark Poultry Processors Ltd., 1756 Pandora St., Vancouver, BC V5L 1M1

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